**The Meadows Teaching Assistant Grade 6**

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **APPLICATION** | Completed application form Well-structured supporting letter indicating suitability for the post to include practical examples of successes within a school context and understanding of SEMH with examples to strategies designed to reduce barriers to learning.(No longer than one sides of A4 please – approx. 500 words) |  | Application FormReferenceLetter |
| **QUALIFICATIONS AND TRAINING** | NVQ Level 3 or working towards NVQ Level 35 GCSE’s or equivalent including Maths and English, Grades A-C.Competent using ICT. | Current first aid certificate.MIDAS certificateA Levels /Post 16 qualifications Degree Driving licence. | Application FormCertificates |
| **SAFEGUARDING** | Successful enhanced DBS DisclosureDemonstrate a secure knowledge of child protection procedures | To have an understanding of the complex needs of young people with SEMH | LetterDBS CertificateInterview |
| **EXPERIENCE** | Current experience of working within a school environment with KS3 and 4 pupils.Demonstrate high standards of classroom practice.Experience of working with children with a range of needs including SEMH.Assisting with delivering programmes of learning for individuals, groups and whole classes | Knowledge / experience of interventions to support literacy and numeracy.Knowledge / experience of therapeutic interventions.Experience of working with parents/carers to support young people. | Application FormLetterInterviewReference |
| **SKILLS, KNOWLEDGE AND APTITUDE** | Ability to establish professional relationships and to take an active role within a team.Ability to use initiative and resolve problems as they arise Knowledge of the National CurriculumGood written and oral communication skillsEnthusiasm and ability to use initiativeA willingness to work co-operatively with a wide range of professionalsWillingness to undertake further appropriate training as required by Senior Management Team Ability to work within the LA and school’s policies and guidelines. | Ability to support planning and delivery for small group or individual.A well-developed understanding of SEN and SEMH.Evidence of using a range of strategies to promote positive behaviour. | Application FormLetterInterviewReference |
| **PERSONAL ATTRIBUTES** | Approachable manner, reliable, conscientious, and articulate.Sensitive to the needs of vulnerable children and their parents.Commitment to achieve high standards and to continuing personal and professional developmentHigh level of confidentiality and discretion.Enthusiasm, drive and flexibility.Calm and positive approach.Have a positive attitude to change.Have personal impact and presence.Willingness to get involved in all aspects of school life  | Willingness to further develop professional knowledge and understanding | Application FormLetterInterviewReference |

Post is subject to full DBS checks to ensure safe recruitment